



**COMMANDER'S STATEMENT ON EQUAL OPPORTUNITY
AND SEXUAL HARASSMENT**



MCO P5354.1D W/ Ch 1 defines discrimination as, "...the illegal treatment of a person or group based on age, color, gender, race, religion, or national origin..." While not stated in the definition, no one will be discriminated against based on sexual orientation either. In accordance with the aforementioned MCO, individuals who condone, ignore, or fail to correct negative and hostile working environments, where any of the discriminatory factors mentioned above are present, are themselves guilty of discrimination.

Sexual Harassment is defined by the above cited order as "...a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature."

Acts of sexual harassment or discrimination of any kind are contrary to good order and discipline and will not be tolerated.

I charge every Marine, Sailor, and civilian in MWSS-271 to foster an environment that provides the opportunity for each of us to succeed based on our performance and merits. We must all recognize and eliminate discrimination in any form.

If you are the subject of discrimination or harassment or are a witness to it, seek to address and resolve it at the lowest level utilizing your chain of command. If this is not successful or appropriate the Request Mast process is the preferred and most-expeditious means to register a formal complaint to resolve an equal opportunity issue.

People are our most valuable asset and will be treated with dignity and respect. I will promptly investigate and resolve any allegation of discrimination or sexual harassment in a fair and impartial manner. Any member who takes reprisal action against an individual making a complaint will be held accountable under the Uniform Code of Military Justice or subjected to the appropriate administrative action.

We will not allow the disgraceful practices of unlawful discrimination or sexual harassment to pull at the fabric of our unit family or the foundation of this command.


S. E. SCHULTZE